

KBVO, KBVO-CD, KHPB-CA, KHPF-CA, KHPG-CA, KHPL-CA, KHPM-CA, KHPX-CA, KHPZ-CA, KNVA, KXAN

EEO PUBLIC FILE REPORT

March 25, 2012 - March 29, 2013

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Newscast Producer	2-4, 6-9, 11, 16, 25, 28, 30, 36-37, 39-40, 43-44	43
Newscast Producer	2-4, 6-9, 11, 16, 25, 28, 30, 36-37, 39-40, 43-44	25
Digital Account Executive	2, 4, 6-11, 16-18, 25-28, 30, 32, 39, 41-44	27
DESKTOP SUPPORT/WINDOWS ADMINISTRATOR	19, 21, 24, 33, 39	39
Multi-platform Sports Reporter/Photojournalist	2-4, 7, 9, 11, 13, 15-16, 25, 28, 30-31, 36-37, 39-41, 43-44	43
Multi-platform Sports Reporter/Photojournalist	2-4, 7, 9, 11, 13, 15-16, 25, 28, 30-31, 36-37, 39-41, 43-44	25
Promotion Producer	1-4, 6-7, 9, 11, 13-14, 16, 21, 25, 28, 30, 34, 36-37, 39-44	25
Promotion Producer	1-4, 6-7, 9, 11, 13-14, 16, 21, 25, 28, 30, 34, 36-37, 39-44	25
Promotion Producer	1-4, 6-7, 9, 11, 13-14, 16, 21, 25, 28, 30, 34, 36-37, 39-44	25
News Director	2-4, 6-7, 9, 11, 15-16, 25, 28, 30, 36-37, 39-44	25
Newscast Producer	2-4, 7, 9, 11, 16, 20, 25, 28, 30, 36-37, 39-44	25
Sales Assistant	2-4, 6-7, 9, 11, 13, 16, 19, 25, 28, 30, 32, 34, 36-37, 39-44	25
Sales Assistant	2-4, 6-7, 9, 11, 13, 16, 19, 25, 28, 30, 32, 34, 36-37, 39-44	25
Digital Account Executive	2-7, 9, 11, 16, 23, 25, 28, 30, 32, 36-37, 39-45	45
Account Executive	19, 25, 35	35
Account Executive	19, 25, 35	25
Account Executive	2-4, 6-7, 9, 11, 16, 25, 28, 30, 32, 35-37, 39-44	35
National Sales Manager	2, 4, 6-7, 9, 11, 16, 25, 28-30, 32, 35-41, 43-45	45
Graphic Artist	1-4, 6-7, 9, 11, 16, 22, 24-25, 28, 30, 34, 36-37, 39-44	34
Graphic Artist	1-4, 6-7, 9, 11, 16, 22, 24-25, 28, 30, 34, 36-37, 39-44	25
Studio Operator - Regular Full Time	2-4, 6-7, 9, 11-13, 16, 22, 25, 28, 30, 36, 39-44	25

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : (602) 954-8373 Url : http://www.602communications.com Email : slizik@602communications.com Fax : 1--- Sandy Lizik	N	1
2	Alliance for Women In Media P.O. Box 2684 Austin, Texas 78768 Phone : 512-322-9944 Url : http://www.awmaustin.org Email : Fax : Manual posting Beth Bobbit	N	0
3	Asian American Journalists Assoc. 5 Third Street, Ste. 1108 San Francisco, California 94103 Phone : 415 346-2051 Url : http://www.aaja.org Email : national@aaja.org Fax : 1--- Kathy Chow	N	0
4	Austin Area Urban League 1825 E. 38 & 1/2 Street Austin, Texas 78722 Phone : 512) 478-7176 Url : http://www.aaul.org Email : debra_slider@aaul.org Fax : 1-512-478-1239 Debra Slider	Y	0
5	Austin Chronicle P.O. Box 49066 Austin, Texas 78765 Phone : 512.454.5766 Url : http://www.austinchronicle.com Email : Fax : Manual posting Louis Black	N	0

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6	Austin Community College 1212 Rio Grande Austin, Texas 78765 Phone : (512) 223.2012 Url : http://www.austincc.edu Email : Fax : Manual posting Amber Kelley	N	0
7	Austin Jewish Family Services 11940 Jollyville Road Suite 11 South Austin, Texas 78759 Phone : Email : Fax : 1-512-257-7179 Jay Rubin	N	0
8	Austin School of Film 1634 East Cesar Chavez Stret Austin, Texas 78703 Phone : Email : Fax : 1-512-857-1082 Anne Goetzmann Kelley	N	0
9	Austin's Black Newcomers Association P.O. Box 150484 Austin, Texas 78715 Phone : Email : info@austinsblacknewcomers.org Fax : 1--- Monica Anderson	N	0
10	Careerbuilder.com Amy Harris Anderson	N	1
11	Concordia University 11400 Concordia University Dr Austin, Texas 78726 Phone : 512-313-3000 Url : http://www.concordia.edu Email : joyce.sinclair@concordia.edu Fax : 1--- Joyce Sinclair	N	0
12	Employee Promotion	N	1

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March 25, 2012 - March 29, 2013

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Employee Referral	N	5
14	Former Intern	N	2
15	Frank Magid & Associates Talent Placement Services One Research Center Marion, Iowa 52302 Phone : 319-377-7345 Url : http://www.magid.com Email : bfrye@magid.com Fax : 1-319-377-5861 Barbara Frye	N	0
16	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Phone : 512-505-3000 Url : http://www.cdgtu.edu Email : Fax : 1-512-505-3142 Paul Livingston	N	0
17	Indeed Amy Harris Anderson	N	4
18	Indeed and Careerbuilder Amy Harris Anderson	N	1
19	Indeed.com	N	8
20	Internal Candidate	N	1
21	Internet Ad Craigslist	N	8
22	ITT Tech 6330 Hwy 290 E. Austin, Texas 78723 Phone : (512) 467-6800 Url : http://www.itt-tech.edu/campus/school.cfm?lloc_num Email : Fax : 1-512-467-6677 S, Pandya	N	0
23	Job Board	N	7
24	Job posting on internet Craigslist.com	N	2

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EEO PUBLIC FILE REPORT

March 25, 2012 - March 29, 2013

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25	KXAN 908 W. MLK Blvd. Austin, Texas 78701 Phone : 512-703-5221 Url : http://www.kxan.com Email : rachel.steading@kxan.com Fax : 1--- Rachel Steading	N	45
26	KXAN - Digital Intern Amy Harris Anderson	N	1
27	KXAN - Local Sales Assistant Amy Harris Anderson	N	1
28	LIN Media One West Exchange Street, Suite 5A Providence, Rhode Island 2903 Phone : 401-454-2880 Url : http://www.linmedia.com Email : KXAN_KNVA_TV@linmedia.com Fax : 1--- Claudia Balcewicz	N	1
29	Media Post Publications 1140 Broadway 4th Floor New York, New York 10001 Phone : 212-204-2000 Url : http://www.mediapost.com Email : Fax : 1-212-204-2038 Kenneth Fadner	N	0
30	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0

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March 25, 2012 - March 29, 2013

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31	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5424 Url : http://broadcastcareerlink.nabef.org/post.cfm Email : Fax : Manual posting Karen Hunter	N	0
32	National Sales Network 1701 S. Mays St. Round Rock, Texas 78664 Phone : 512-426-4100 Url : http://www.nsnaustin.org Email : connect@nsnaustin.org Fax : 1--- Antoine Johnson	N	0
33	Non-Employee Referral Local chief radio station	N	1
34	Other Source Petry Media	N	3
35	SND Publications 167 Oakdale Rd Johnson City, New York 13790 Phone : 877-526-2823 Url : http://www.spotsndots.com Email : Fax : Manual posting Gene McKay	N	21
36	Southwestern University P.O. Box 770 Georgetown, Texas 78627 Phone : (512) 863-6511 Url : http://www.southestern.edu Email : Fax : 1-512-863-5788 Gerald Brody	N	0

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March 25, 2012 - March 29, 2013

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37	St. Edwards University Campus Mailbox 200 3001 S. Congress Ave Austin, Texas 78704 Phone : 512-448-8530 Url : http://www.stedwards.edu Email : Fax : 1-512-448-8549 Barbara Henderson	N	0
38	Station Website	N	1
39	Texas Association of Broadcaster 502 E. 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : http://www.TAB.org Email : craig@tab.org Fax : 1-512-322-0522 Craig Bean	N	4
40	Texas State University 601 University Drive San Marcos, Texas 78666 Phone : 512.245.2645 Url : http://www.txstate.edu Email : Fax : 1-512-245-3993 Karen Julian	N	4
41	Texas Workforce Commission 3401 Webberville Rd Bldg 1000 Austin, Texas 78702 Phone : 512-223-5400 Url : http://www.twc.state.tx.us Email : Fax : 1-512-223-5463 Allen Miller	N	0
42	The University of Texas 1 University Station Austin, Texas 78712 Phone : 512.471.9421 Url : http://www.utexas.edu Email : Fax : Manual posting Matt Berndt	N	2

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March 25, 2012 - March 29, 2013

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	8
44	United Way Capital Area 2000 E. MLK Jr. Blvd. Austin, Texas 78702 Phone : 512-225-0355 Email : janet.arnold@unitedwaycapitalarea.org Fax : 1--- Janet Arnold	N	0
45	Word of Mouth Referral Jacqueline Harris	N	7
TOTAL INTERVIEWS OVER REPORTING PERIOD:			140

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	4/1/2012	Establishment of an intern program designed to assist members of the community	The employment unit maintains an internship program open to college students in their junior or senior years currently enrolled in a broadcast or journalism related degree field.	12	Executive Producer Chief Photojournalist Senior Promotion Producer Business Administrator	1.00
2	6/20/2012	Participation in Job Fairs	LIN Media, parent company of KXAN, attended this job fair. Jobs from KXAN were represented.	1	HR Director	0.25
3	8/1/2012	Participation in Job Fairs	LIN Media, parent company of KXAN, attended the annual Unity Job Fair. Jobs from KXAN were represented.	1	HR Director	0.25
4	1/23/2013	Provision of training to management	Cheryl Robb, LIN HR Manager and Ron Allen, LIN Legal Counsel conducted training for managers regarding preventing harrassment in the workplace.	16	General Manager Promotions Manager Local Sales Manager Digital Sales Manager	1.00
5	1/23/2013	Establishment of training programs for station personnel	Cheryl Robb, LIN HR Manager and Ron Allen, LIN Legal Counsel, conducted harrassment training to educate employees on acceptable workplace behaviors.	62	Director of Sales Cheif Engineer Business Administrator Production Manager	1.00
6	3/1/2013	Participation in scholarship programs	The Employment Unit participates & promotes LIN TV's minority Scholar Program. The Scholarship Program awards two-year scholarships to ambitious students who are pursuing a wide spectrum of goals in or relating to broadcast television and digital media, ranging from producing and engineering to broadcast journalism, community affairs and sales. Students are selected to receive the Minority Scholarship because of their academic achievement, their passion for broadcasting and their desire to contribute to the overall advancement of the industry.	1	General Manager	1.00
TOTAL POINTS OVER REPORTING PERIOD:						4.50